

Fitness Incentive Application~ Instruction Page

Shape It UP! El Paso CoEP Employee Wellness Program



Please submit your applications and supporting documentation to HR ~ Benefit Services. Office is located at 300 N. Campbell, First Floor, Monday through Thursday from 7a-6p or via email at insuranceandbenefi@elpasotexas.gov.

UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME

How it works: Employees may earn either the Fitness Incentive or the Biometric Incentive but not both.

The Fitness Incentive Program is available to all non-uniformed and uniformed police employees eligible to enroll in City of El Paso's Health Plan. The City of El Paso will pay up to \$150 monthly based on the overall Average Fitness Score of six (6) Physical Fitness Tests. Scores are age and gender appropriate based on the Cooper Institute norms. Biometric screening and review through H2U City Wellness Clinics (dating back six months) and annual preventive medical exam (dating back 12 months) are recommended before fitness incentive is administered.

Submission of the Fitness Incentive Application is required:

Section I: Complete form with your information

Section II: *Parks and Recreation or Police Department designee completes Fitness Tests information

*Parks and Recreation or Police Department designee will document only average fitness score on this data sheet and provide original to employee to submit to HR ~ Benefit Services

Physical Fitness Tests Administered

- 1.5 Mile Walk/Run – cardiovascular; measures for max oxygen uptake
- Bench Press – upper body strength
- Sit Ups – core strength
- Push Ups - upper body strength
- Vertical Jump Test – lower body strength
- 300 Meter Dash – anaerobic capacity

Passing Criteria

Level 1 = Average fitness score 4 – 5.9 for a monthly \$50 incentive

Level 2 = Average fitness score 6 – 7.9 for a monthly \$100 incentive

Level 3 = Average fitness score 8 or higher for a monthly \$150 incentive

Additional information:

Monthly incentives will be split into bi-weekly payments and processed through your payroll check beginning on next available pay-period from date submitted for the following 24 pay-periods. The pay-period that starts the fitness incentive will become the incentive begin date for the 24 pay-period. Employees will be able to retest once every three months only if no incentive level was earned. Notification for approved applications will be sent to employees to their City of El Paso employee email address. Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program at (915) 212-1275 or visit us at <http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program>.

Fitness Incentive Application

Shape it UP! El Paso CoEP Employee Wellness Program



NOTICE: Must be a non-uniformed or uniformed police employee eligible to enroll in City of El Paso Health Plan to receive monthly incentive. The City of El Paso will pay up to \$150 monthly based on passing scores of six (6) Physical Fitness Tests. Monthly incentives will be split into bi-weekly payments and processed through your payroll check beginning on next available pay-period from date submitted for the following 24 pay-periods. UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME. Employees may earn the Fitness Incentive or the Biometric Incentive but not both. Biometric screening and review through H2U City Wellness Clinics (dating back six months) and annual preventive medical exam (dating back 12 months) are recommended before fitness incentive is administered.

Submission of the Fitness Incentive Application is required:

Section I: Complete form with your information

Section II: *Parks and Recreation or Police Department designee completes Fitness Tests information

*Parks and Recreation or Police Department designee will document only average fitness score on this data sheet and provide original to employee to submit to HR ~ Benefit Services

Section I: Employee Information

Employee Name: _____ KRONOS ID: _____

Daytime Phone #: _____ City Email
address: _____

Passing Criteria

Level 1 = Average fitness score 4 – 5.9 for a monthly \$50 incentive

Level 2 = Average fitness score 6 – 7.9 for a monthly \$100 incentive

Level 3 = Average fitness score 8 or higher for a monthly \$150 incentive

Section II: Fitness Tests Information completed by Parks and Recreation or Police Department Designee

Fitness Tests

1.5 Mile Walk/Run

Bench Press

Sit up

Push Up

Vertical Jump

300 Meter Dash

Average Fitness Score _____

Stamp: _____

Parks and Rec/PD Designee Signature _____ Date: _____

Employee Signature _____

Date: _____

For HR use only

Date Received:

Level processed:

Payroll Schedule:

Processed by:

Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program (915) 212-1275 or visit us

<http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program>

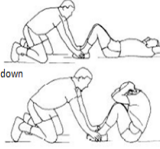
Fitness Incentive Application

Level 1	Fitness score average of 4 - 5.9 for a monthly \$50 incentive
Level 2	Fitness score average of 6 – 7.9 for a monthly \$100 incentive
Level 3	Fitness score average of eight (8) or higher for a monthly \$150 incentive



Sit Ups Test

- Lie on your back, knees bent, feet flat on floor; hands behind ears
- Partner holds feet down while subject performs as many correct sit ups in one minute
- Up position: Subject should touch elbows to knees or upper legs and then return to the down position before starting next sit up
- Subject should not raise buttocks from ground
- Down position: touch lower part of shoulder blades to the ground.
- A repetition is counted when the subject reaches the up position.
- You may only rest in the up position.



1.5 Mile Walk / Run Test

- Run 1 ½ miles on designated course track
- Cool down after run is recommended (walk slow for 3-5 Minutes)
- Tip: Run in 2 minute intervals as fast as you can for best results, take some time to recover after each sprint before running again; this will help you get a better time score.



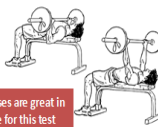
Physical Fitness Points (Score)	SIT UPS											
	Number of sit-ups completed under a minute without failure											
	Male						Female					
	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	>62	>55	>51	>47	>43	>39	>55	>51	>42	>38	>30	>28
9.5	62	55	51	47	43	39	55	51	42	38	30	28
9	55	52	48	43	39	35	54	49	40	34	29	26
8.5	53	49	45	40	36	31	49	45	38	32	26	20
8	51	47	43	39	35	30	46	44	35	29	24	17
7.5	50	46	42	37	33	28	40	42	33	28	22	15
7	48	45	41	36	31	26	38	41	32	27	22	12
6.5	48	44	40	35	30	24	37	39	30	25	21	12
6	47	42	39	34	28	22	36	38	29	24	20	11
5.5	46	41	37	32	27	21	35	37	28	23	19	10
5	45	40	36	31	26	20	34	35	27	22	17	8
4.5	42	39	36	30	25	19	34	34	26	21	16	8
4	41	38	35	29	24	19	32	32	25	20	14	6
3.5	39	37	33	28	22	18	30	31	24	19	12	5
3	38	35	32	27	21	17	29	30	22	17	12	4
2.5	37	35	31	26	20	16	29	28	21	16	11	4
2	36	33	30	24	19	15	28	24	20	14	10	3
1.5	34	32	28	22	17	13	27	23	18	13	7	2
1	33	30	26	22	15	10	25	21	15	10	6	1
0.5	27	27	23	17	12	7	25	18	11	7	5	0
0.1	<27	<27	<23	<17	<12	<7	<25	<18	<11	<7	<5	0

Physical Fitness Points (Score)	1.5 Mile Run											
	Completion time in minutes											
	Male						Female					
	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs		< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	
9.9	8:29	8:49	9:10	9:34	10:09	9:30	9:58	10:09	11:20	12:24		
9.5	9:17	9:33	9:51	10:37	11:26	10:28	11:00	11:33	12:53	14:05		
9	9:34	10:01	10:28	11:10	12:20	11:10	11:33	12:11	13:40	14:53		
8.5	10:00	10:24	10:48	11:45	12:53	11:33	11:58	12:53	14:24	15:45		
8	10:09	10:46	11:15	12:08	13:23	11:58	12:24	13:23	14:34	16:33		
7.5	10:43	11:06	11:40	12:36	13:52	12:24	12:53	13:45	15:13	16:46		
7	10:59	11:22	11:58	12:53	14:16	12:51	13:24	13:58	15:43	17:30		
6.5	11:10	11:33	12:11	13:20	14:34	12:53	13:47	14:34	16:13	17:38		
6	11:29	11:54	12:24	13:35	15:04	13:24	14:08	14:53	16:35	18:27		
5.5	11:41	11:58	12:53	13:58	15:23	13:48	14:28	15:13	16:46	18:37		
5	11:58	12:24	13:12	14:23	15:56	14:04	14:34	15:34	17:19	19:04		
4.5	12:20	12:50	13:24	14:34	16:21	14:34	15:14	15:58	17:38	19:35		
4	12:38	12:58	13:50	15:05	16:46	14:50	15:43	16:31	18:18	20:16		
3.5	12:53	13:24	14:11	15:26	17:11	15:14	15:58	16:46	18:37	20:52		
3	13:15	13:44	14:34	15:58	17:41	15:46	16:42	17:29	19:10	21:36		
2.5	13:36	14:05	14:53	16:28	18:33	16:21	16:56	18:05	19:43	22:21		
2	14:00	14:34	15:24	16:58	19:10	16:46	17:38	18:37	20:44	22:52		
1.5	14:34	15:13	15:58	17:38	20:19	17:38	18:37	19:35	21:38	23:37		
1	15:30	15:57	16:46	18:37	21:51	18:33	19:43	20:52	22:52	24:48		
0.5	17:04	17:25	18:48	20:38	24:03	20:03	24:34	22:22	24:46	26:19		
0.1	20:58	20:58	22:22	25:00	29:47	26:58	24:56	25:49	29:09	30:12		



Bench Press Test

- Lie spine on the bench of a bench press rack
- Grasp the bar with the desired fashion, dismount it from the rack and with arms extended, and hold it above your chest.
- Lower the weight in a straight line down to your chest while forearms travel perpendicular to torso, looking from the side.



Tip: Pushups exercises are great in helping you prepare for this test



Push-up Test:

- Subject starts in the plank position with hands approximately shoulder width apart, feet 0-12 inches apart
- Starting in the up position, subject lowers body to the floor until arms are at least 90 degrees or less at elbow
- Back must be kept straight throughout the exercise
- Subject can rest in the up position only
- If a knee is placed on the ground, the exercise will be terminated
- A repetition is counted when the subject returns to each up position
- Total number of correct push-ups in 1 minute or when the exercise is terminated



Tip: Triceps Exercises are great for this test...

Physical Fitness Points (Score)	BENCH PRESS											
	Body percentage calculation: Weight lifted ÷ body weight											
	Male						Female					
	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	>1.76	>1.63	>1.35	>1.20	>1.05	>.94	>.88	>1.01	>.82	>.77	>.68	>.72
9.5	1.76	1.63	1.35	1.2	1.05	0.94	0.88	1.01	0.82	0.77	0.68	0.72
9	1.46	1.48	1.24	1.1	0.97	0.89	0.83	0.9	0.76	0.71	0.61	0.64
8.5	1.38	1.37	1.17	1.04	0.93	0.84	0.81	0.83	0.72	0.66	0.57	0.59
8	1.34	1.32	1.12	1	0.9	0.82	0.77	0.8	0.7	0.62	0.55	0.54
7.5	1.29	1.26	1.08	0.96	0.87	0.79	0.76	0.77	0.65	0.6	0.53	0.53
7	1.24	1.22	1.04	0.93	0.84	0.77	0.74	0.74	0.63	0.57	0.52	0.51
6.5	1.23	1.18	1.01	0.9	0.81	0.74	0.7	0.72	0.62	0.55	0.5	0.48
6	1.19	1.14	0.98	0.88	0.79	0.72	0.65	0.7	0.6	0.54	0.48	0.47
5.5	1.16	1.1	0.96	0.86	0.77	0.7	0.64	0.68	0.58	0.53	0.47	0.46
5	1.13	1.06	0.93	0.84	0.75	0.68	0.63	0.65	0.57	0.52	0.46	0.45
4.5	1.1	1.03	0.9	0.82	0.73	0.67	0.6	0.63	0.55	0.51	0.45	0.44
4	1.06	0.99	0.88	0.8	0.71	0.66	0.58	0.59	0.53	0.5	0.44	0.43
3.5	1.01	0.96	0.86	0.78	0.7	0.65	0.57	0.58	0.52	0.48	0.43	0.41
3	0.96	0.93	0.83	0.76	0.68	0.63	0.56	0.56	0.51	0.47	0.42	0.4
2.5	0.93	0.9	0.81	0.74	0.66	0.6	0.55	0.53	0.49	0.45	0.41	0.39
2	0.89	0.88	0.78	0.72	0.63	0.57	0.53	0.51	0.47	0.43	0.39	0.38
1.5	0.86	0.84	0.75	0.69	0.6	0.56	0.52	0.5	0.45	0.42	0.38	0.36
1	0.81	0.8	0.71	0.65	0.57	0.53	0.5	0.48	0.42	0.38	0.37	0.33
0.5	0.76	0.72	0.65	0.59	0.53	0.49	0.41	0.44	0.39	0.35	0.31	0.26
0.1	<.76	<.72	<.65	<.59	<.53	<.49	<.41	<.44	<.39	<.35	<.31	<.26

Physical Fitness Points (Score)	PUSH UPS											
	Number of push ups completed under a minute without failure											
	Male						Female					
	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs		< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	
9.9	100	86	64	51	39	53	48	23	23	23		
9.5	62	52	40	39	28	42	39.5	20	20	20		
9	57	46	36	30	26	37	33	18	18	18		
8.5	51	41	34	28	24	33	26	17	17	17		
8	47	39	30	25	23	28	23	15	15	15		
7.5	44	36	29	24	22	27	19	15	15	15		
7	41	34	26	21	21	24	18	14	14	14		
6.5	39	31	25	20	20	23	16	13	13	13		
6	37	30	24	19	18	21	15	13	13	13		
5.5	35	29	22	17	16	19	14	11	11	11		
5	33	27	21	15	15	18	14	11	11	11		
4.5	31	25	19	14	12	17	13	10	10	10		
4	29	24	18	13	10	15	11	9	9	9		
3.5	27	21	16	11	9	14	10	8	8	8		
3	26	20	15	10	8	13	9	7	7	7		
2.5	24	19	13	9.5	7	11	9	7	7	7		
2	22	17	11	9	6	10	8	6	6	6		
1.5	19	15	10	7	5	9	6.5	5	5	5		
1	18	13	9	6	4	8	6	4	4	4		
0.5	13	9	5	3	2	6	4	1	1	1		
0.1	0	0	0	0	0	3	1	0	0	0		



Vertical Jump Test:

- Jump and reach as high as possible using a measuring device
- Score is the inches to the nearest 1/8 inch.
- There is a maximum of three (3) attempts.

Tip: Squats are great in helping you prepare for this test



Physical Fitness Points	Vertical Jump							
	Results in inches							
	Male				Female			
	<30yrs	30-39yrs	40-49yrs	50-69yrs	<30yrs	30-39yrs	40-49yrs	50-69yrs
9.9	30.3	28.4	25.1	22	19	18	13.5	13.5
9.5	26.5	25	22	21	18.8	16.9	13.5	13.5
9	25	24	20.3	19.5	18.1	16	13.3	13.3
8.5	25	23	19.5	18	18	15.5	13	13
8	24	22	19	17	17.7	15	13	13
7.5	23	21	18	16.5	17	15	12.7	12.7
7	22.5	21	18	16	16.3	14.9	12.3	12.3
6.5	22	20	17	15.5	16	14.3	11.6	11.6
6	21.5	20	17	15	15.9	13.2	11.5	11.5
5.5	21	20	16.5	14.5	15.5	13	11.1	11.1
5	20.5	19.5	16	14	15.2	12.5	10	10
4.5	20	19	16	14	14.3	12.4	10	10
4	20	18.6	15.5	13.5	14	12	9.6	9.6
3.5	19	18.5	15	13.5	13.9	12	9	9
3	18	18	14.5	13	13.5	11.1	9	9
2.5	18	17	14	12.2	13	11	8.5	8.5
2	17.5	16.5	14	11.9	12.6	11	7.8	7.8
1.5	17	16	13	11	12	10.9	7.1	7.1
1	16	15.5	12.1	10	12	10.2	7	7
0.5	13.6	14.5	11	9.3	11.4	9.1	7	7
0.1	10.3	12.1	6.9	6.5	11	6	7	7



300 Meter Dash Test

- Run 300 meters on designated course or track
- No lane changes during run
- Cool down after this run is recommended (walk slow for 3-5 minutes)



Physical Fitness Points (score)	300 meter dash							
	Completion time in seconds							
	Male				Female			
	<30yrs	30-39yrs	40-49yrs	50-69yrs	<30yrs	30-39yrs	40-49yrs	50-69yrs
9.9	42.6	42	47	52	54	55	65	65
9.5	46	46.1	52	58	54.3	56.5	65	65
9	48	49	55	61	56	60	66	66
8.5	49	50	56	63	58	63.5	68.2	68.2
8	50.3	51	57	66.4	58.3	66	72	72
7.5	51	52	60	68	59.7	66.5	72	72
7	52	53	61	70	60	68	75.3	75.3
6.5	53.5	54	62	72	61	69.9	78.7	78.7
6	54	55	64	74	61	71	79	79
5.5	55	56	66	77.4	62.7	72	80.5	80.5
5	56	57	67.6	80	64	74	86	86
4.5	57.5	58	70	82.6	68.5	75.5	91.7	91.7
4	59	58.9	72	83.2	71	79	94	94
3.5	60	61	74.8	85	74.5	80.5	101.8	101.8
3	62.1	63	77	87	75	82	106.7	106.7
2.5	64	65	81	89	76	85.5	109.3	109.3
2	66	68	83	95	78	86	110	110
1.5	69	70	86	99	88	93.5	116	116
1	73.4	74.9	90	101.6	97	100	121.5	121.5
0.5	81.3	80.9	104	112	106.7	114	125	125
0.1	95.1	113.9	143	184	120	210	125	125